SCTCBr. NO. 3

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

SECOND REPORT

MINISTRY OF FINANCE

(BUREAU OF PUBLIC ENTERPRISES)
AND
MINISTRY OF HOME AFFAIRS

Reservations for Scheduled Castes and Scheduled Tribes in Public Undertakings

LOK SABHA SECRETARIAT
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5	2.3	3	directive	directives
7	3.2	3	observations	observation
10	3.10	11	31-3-8968	31-3-1968
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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

Shri D. Basumatari—*Chairman*

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Shri B. K. Mukherjee—*Deputy Secretary*
Shri J. R. Kapur—*Under Secretary.*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Second Report on the Ministry of Finance (Bureau of Public Enterprises) and the Ministry of Home Affairs—Reservations for Scheduled Castes and Scheduled Tribes in Public Undertakings.

2. The Committee took the evidence of the representatives of the Ministry of Finance (Bureau of Public Enterprises) on the 8th August, 1969. The Committee also took the evidence of the representatives of the Ministry of Home Affairs on the subject of "Public Services and Employment" on the 6th, 7th and 25th August, 1969. The Committee wish to express their thanks to the Additional Secretary & Director General, Bureau of Public Enterprises, Ministry of Finance and the Secretary (Services), Ministry of Home Affairs and other officers of the Ministries of Finance and Home Affairs for placing before them material and information they wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 26th November, 1969.

4. A summary of conclusions|recommendations contained in the Report is appended (Appendix X).

NEW DELHI;
December 4, 1969.
Agrahayana 13, 1891 (*S*)

D. BASUMATARI,
Chairman,
Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

CHAPTER I

INTRODUCTORY

1.1. The Constitution of India provides for a number of safeguards for the Scheduled Castes and Scheduled Tribes. These safeguards provide *inter alia* for reservation of appointments to services or posts in favour of Scheduled Castes and Scheduled Tribes under the Union or a State. These safeguards have apparently been provided to facilitate the implementation of the Directive Principle contained in Article 46 of the Constitution, which reads as follows:—

> "The State shall promote with special care the educational and economic interests of weaker sections of the people, and, in particular, of the Scheduled Castes and the Scheduled Tribes, and shall protect them from social injustice and all forms of exploitation."

1.2. Article 335 states that "the claims of the members of the Scheduled Castes and Scheduled Tribes shall be taken into consideration, consistently with the maintenance of efficiency of administration, in the making of appointments to services and posts in connection with the affairs of the Union or of a State." Article 16 while giving equality of opportunity in matters of public employment states that "nothing in this Article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class of citizens which, in the opinion of the State, is not adequately represented in the services under the State." In pursuance of these, the Government of India have made reservations for Scheduled Caste and Scheduled Tribe candidates for posts under their control.

1.3. The Ministry of Home Affairs have issued orders from time to time to give effect to the relevant service safeguards provided in the Constitution. These orders were in the main applicable to reservation in the Central Government services and posts. With the setting up of a large number of public undertakings under the control of various Ministries and Departments of the Government of India and the employment of Scheduled Castes and Scheduled Tribes in those undertakings, the desirability of issuing suitable instructions to public undertakings for making adequate reservations for Scheduled Castes and Scheduled Tribes was keenly felt.

1.4. In a note furnished to the Committee, the Ministry of Home Affairs have stated that the orders issued regarding reservation for Scheduled Castes and Scheduled Tribes in posts|services under Government in pursuance of the Constitutional provisions do not automatically apply to the public sector undertakings. However, in March, 1964, Ministries administratively concerned with the public sector undertakings were requested by the Ministry of Home Affairs to issue instructions to the undertakings under their control to make reservations for Scheduled Castes and Scheduled Tribes in their services on the lines of the reservations in the Central Government services. The Ministry of Home Affairs O.M. No. 5|1|63-SCT(I) dated 4th March, 1964, issued in this regard is given in Appendix I.

1.5. The Ministries were also requested in March 1968 to issue specific instructions to the undertakings under them to follow exactly the same rules and procedures for recruitment of Scheduled Castes and Scheduled Tribes as are followed by them for posts under them. The Ministry of Home Affairs O.M. No. 27|6|68-Ests(C) dated the 16th March, 1968, issued to all Ministries|Departments of the Government of India is reproduced below:

"The undersigned is directed to say that a Working Group was set up under the Chairmanship of Shri M. R. Yardi, Additional Secretary, Ministry of Home Affairs, to study the progress of measures for land allotment to Scheduled Castes and their representation in Services. One of the recommendations made by the Group is as under:—

Recommendation No. 15.—Public sector undertakings should be made to follow the same rules and procedures for recruitment of Scheduled Castes as followed by the administrative departments concerned for posts under their control. As a part of the planning of manpower needs, these undertakings should indicate to National Employment Service their manpower requirements so that Scheduled Caste candidates could be given training to meet these needs. Where training programmes are implemented within the public sector undertakings, the same percentage of seats should be reserved for Scheduled Castes as are reserved for them in the Service.

In March 1964, Ministries were requested by the Ministry of Home Affairs to issue suitable instructions to the Public Sector Undertakings under their control to make reservations for Scheduled Castes and Scheduled Tribes in their services on the lines of reservations in Central

Government services *vide* Ministry of Home Affairs Office Memorandum No. 5|1|63-SCT(I) dated the 4th March, 1964. As suggested by the Working Group *viz.* that Public Sector Undertakings should follow the same rules and procedures for recruitment of Scheduled Castes as followed by the administrative departments concerned for posts under their control it has been decided that the earlier instruction be again reiterated. The recommendation is accordingly brought to the notice of the Ministry of Finance etc. with the request that they may again issue specific instructions to the Undertakings under them to follow exactly the same rules and procedures for recruitment of Scheduled Castes and Scheduled Tribes as are followed by them for posts under them. A copy of the orders issued in this regard may be endorsed to this Ministry.

The other parts of this recommendation of the Group concern Bureau of Public Enterprises (Ministry of Finance) and Directorate General of Employment and Training who have been requested to take necessary action in the matter *vide* O.M. No. 27|4|67-Ests(C), dated the 8th February, 1968."

1.6. In regard to Statutory and semi-Government bodies also, instructions were issued by the Ministry of Home Affairs in November 1954 to direct the Statutory Bodies which were not then following the orders of reservation for Scheduled Castes and Scheduled Tribes, to follow them provided the relevant statute permitted of such a direction being given. If in any particular case the relevant statute did not permit of a direction being given, the Ministries concerned were requested to recommend these orders for adoption by the Statutory Bodies. A copy of the Ministry of Home Affairs' O.M. No. 16|2|54-SCT dated the 23rd November, 1954 is given in Appendix II.

1.7. The reservations which are in force at present in favour of Scheduled Castes and Scheduled Tribes in posts|services under the Government of India are given in Appendix III.

CHAPTER II

BUREAU OF PUBLIC ENTERPRISES

2.1. The functions of the Bureau of Public Enterprises have been described by the representative of the Ministry of Finance (Bureau of Public Enterprises) during evidence as under:

"It will act as a service coordination and evaluation agency and its functions are:

(a) to provide a central point of reference and consultation on and to deal with matters of general interest, like organisational patterns, methods of management, personnel politices, collaboration arrangements, training programmes, project planning, economic social and financial policies etc.;

(b) to explore all avenues of economy in capital costs of projects including townships by scrutiny and analysis of elements of such costs in projects of different types;

(c) to devise steps for improving the productivity and profitability of public enterprises by keeping under constant review their performance through suitable methods of reporting and analysis of the performance date;

(d) to undertake appraisal and evaluation of selected areas in the performance of public enterprises or in individual units as may become necessary from time to time;

(e) to prepare for presentation to Parliament an Annual Report on the working of the Central Government undertakings or such other Reports as may be called for by Committees of Parliament or other Governmental agencies; and

(f) to give advice to the public undertakings on any specific issue referred to it by the public undertakings concerned."

2.2. During the course of evidence, the Committee enquired whether any special responsibilities were discharged by the Bureau of Public Enterprises in regard to the implementation of the Ministry of Home Affairs' orders regarding reservations for Scheduled Castes and Scheduled Tribes in the services in Public Undertakings. The representative of the Ministry of Finance (Bureau of Public Enterprises) stated:

"There are certain areas which are outside the purview of the Bureau of Public Enterprises. These Public Enterprises are responsible to the administrative Ministries, e.g. Hindustan Steel, responsible to Steel Ministry, Fertiliser Corporation, to the Ministry of Petroleum and Chemicals, etc." He added: "In respect of matters which are with the purview of Home Ministry that Ministry remains the focal point. Home Ministry gives directives|Instructions to various Ministries. In case, Home Ministry wants any help from us, or if the administrative Ministries themselves want any help from us, then only we come into the picture."

2.3. On being asked whether there was any Cell in the Bureau of Public Enterprises to see that the Ministry of Home Affairs' directive were implemented, the representative of the Ministry of Finance stated: "We don't have executive or legislative powers; our role is that of consultant. It is in the fitness of things if these Cells are set up in the administrative Ministries concerned rather than in the Bureau of Public Enterprises."

2.4. Asked if any action was taken by the Bureau of Public Enterprises to check the shortfalls in the appointment of Scheduled Caste and Scheduled Tribe personnel against the quotas reserved for them, the representative of the Ministry of Finance stated: "We do not have any machinery. As I said, the Home Ministry is the focal point. Whatever information we need in this regard, we get that from the Home Ministry. Even though this is not one of the data that would be asked for perhaps by the individual enterprises, we propose to keep these data also in our Bureau."

2.5. The Committee enquired whether the Bureau of Public Enterprises had any Cell or machinery to receive complaints or grievances of Scheduled Castes and Scheduled Tribes and others. The representative of the Ministry of Finance replied that they did not deal

with any individual complaints and complaints had never come to them.

2.6. The Committee note that the Bureau of Public Enterprises does not exercise any check on the public enterprises in regard to the implementation of the Government of India orders regarding reservation for Scheduled Castes and Scheduled Tribes. The Committee, however, note that one of the functions of the Bureau is "to provide a central point of reference and consultation on and to deal with matters of general interest, like organisational patterns, methods of management, personnel policies, etc.". In view of this, the Committee feel that the Bureau of Public Enterprises should take up the responsibility of compiling information centrally in regard to the employment of Scheduled Castes and Scheduled Tribes in all the public sector enterprises against the quotas reserved for them. The Bureau of Public Enterprises should also maintain close liaison with the Ministry of Home Affairs whose instructions the public enterprises are supposed to implement. Any shortfall in the appointment of Scheduled Caste and Scheduled Tribe personnel against the quotas reserved for them should be brought to the notice of the administrative Ministries concerned by the Bureau of Public Enterprises for taking necessary remedial action.

CHAPTER III

ISSUE OF DIRECTIVES TO PUBLIC ENTERPRISES

3.1. The Estimates Committee in their 52nd Report (3rd Lok Sabha) (1963-64) on Personnel Policies of Public Undertakings had recommended that the Public Undertakings should fall in line with the general policies of Government in the matter of reservation of posts for Scheduled Castes and Scheduled Tribes. That Committee had observed:

> "The Committee do not appreciate why it should not be possible for the public undertakings to fully implement the general policy of Government in the matter of reservation of posts for candidates belonging to Scheduled Castes/Tribes. They feel that in the coming years public undertakings are likely to offer greater employment opportunities than other public services. Therefore, unless persons belonging to Scheduled Castes/Tribes are given a fair share of employment in the public undertakings, they would lag behind. The Committee would urge the Government to ensure that the policy of reservation of posts for Scheduled Castes/Tribes is strictly followed by all public undertakings."

3.2. In his 13th Report for the year 1963-64, the Commissioner for Scheduled Castes and Scheduled Tribes made the following observations in regard to the reservation of Scheduled Castes and Scheduled Tribes in services:

> "It has been contended by some of the undertakings that they are not able to get suitable candidates. While this argument may be tenable in the case of scientific and technical posts, it is difficult to accept the position that even for non-technical posts, the Scheduled Caste and Scheduled Tribe candidates possessing requisite qualifications are not available, since a large number of candidates—matriculates as well as graduates—are registered with the Employment Exchange."

3.3. In his 17th Report pertaining to the year 1967-68, the Commissioner observed that out of 169 Public Sector Undertakings and

Statutory and Semi-Government Bodies, 83 Undertakings/Bodies had actually made reservations for Scheduled Castes and Scheduled Tribes in their services and 61 had agreed to do so. Efforts were being made by the Government of India to persuade the remaining 25 Undertakings/Bodies also to adopt the principles of reservation. The Commissioner was of the view that, as in the case of Central Government offices, it was necessary to apply the reservation orders on the basis of the total number of posts in the grade/service and not in future vacancies only. The Commissioner also suggested for consideration "whether the procedure adopted in regard to de-reservation of posts in the Central Government offices should not be made applicable to the undertakings/bodies also." The information received by the Commissioner from some public undertakings and statutory and semi-Government Bodies in regard to the proportion of Scheduled Caste and Scheduled Tribe persons in posts and services under them revealed that the representation of these communities in these bodies/undertakings continued to be very low (Appendix IV).

3.4. While stating the action taken on the recommendations/observations made by the Commissioner for Scheduled Castes and Scheduled Tribes in his 13th Report, the Ministry of Home Affairs observed as under:—

> "Reservations for Scheduled Castes and Scheduled Tribes in services under the Public Sector Undertakings are not mandatory. However, Ministries were requested in 1964 by Ministry of Home Affairs to issue instructions to the public sector undertakings under their control to make reservation for Scheduled Castes and Scheduled Tribes in their services on the lines of the reservations in the Central Government services. A majority of the undertakings are making reservation for these communities. Action is being pursued by this Ministry to secure observance of the reservation orders by the other public undertakings which have not so far adopted these orders.
>
> The observation of the Commissioner in this recommendation has been brought to the notice of the Ministries and Public Sector Undertakings, *vide* Office Memorandum No. 16|8|66-Ests(C) dated 25th January, 1967."

3.5. With reference to the observations of the Ministry of Home Affairs that "reservations for Scheduled Castes and Scheduled Tribes in services under the Public Sector Undertakings are not mandatory",

the Committee enquired of the representative of the Ministry of Finance whether the opinion of the Ministry of Law was sought in the matter. The representative of the Ministry of Finance stated during evidence that on the basis of a Supreme Court judgment in a case relating to Rajasthan State Electricity Board, Jaipur vs. Mohan Lal and others*, the Ministry of Home Affairs had consulted the Ministry of Law. According to the advice given by the Ministry of Law, Articles 15, 16 and 335 of the Constitution were not applicable to the public sector enterprises. The public sector enterprises were free to follow any policy in this respect. They could make reservations for Scheduled Castes and Scheduled Tribes on the basis of their own policies. He further stated that there were three types of public enterprises; one was the statutory corporation like the Indian Airlines or Air India etc. where there was no mention of reservations for Scheduled Castes and Scheduled Tribes. This would require amendment of the statute before action could be taken to issue a directive. The other two types were the companies registered under the Companies Act, whose Articles of Association empowered the Government to issue directives in regard to "affairs of the company", or "business of the company". According to the advice of the Ministry of Law given first in December 1960 and again in February, 1968, Government could issue directives to those companies whose Articles of Association contained a provision empowering the Government to issue directives in regard to the "affairs of the company."

Where, however, the expression used in the Articles of Association of a company was "business of the company", the first step that would be necessary would be to change the Articles of Association to bring it in line with the others and make it as "the affairs of the company" and then issue a directive after getting the approval from the administrative Ministry.

He added: "The focal point in regard to this policy is the Home Ministry and they actually have issued the instructions. So far as the Bureau of Public Enterprises are concerned, we are assisting the Ministries in issuing a directive and getting it implemented as early as possible."

3.6 In reply to a further question regarding the issue of a directive, the representative of the Ministry of Finance (Bureau of Public Enterprises) stated that the directive had been drafted in consultation with the Ministry of Home Affairs. It was in fact the Ministry

*Civil Appeal No. 466 of 1966 (AIR 1967 Supreme Court, 1857).

of Home Affairs which took the initiative in drafting the directive. He added: "We now want to amend it slightly to make it a little more comprehensive. After these formalities are gone into, in cases where it is necessary, the directive will be issued, but where the formalities are not necessary the directive will be issued straightway."

3.7. The representative of the Ministry of Finance explained that a directive issued by Government was mandatory.

3.8. In reply to a further question, the witness stated that there were 88 enterprises within the purview of the Bureau of Public Enterprises. None of them had refused to make a provision for reservations for Scheduled Caste and Scheduled Tribe candidates. So far as others were concerned, they had not yet given a positive reply. The witness hoped that their reply would also be in the affirmative.

3.9. Asked about the gap that had to be filled up on account of non-existence of any reservation earlier, the representative of the Ministry stated: "Certain percentage of candidates has been coming from Scheduled Castes and Scheduled Tribes. But certainly they did not come to the level of the quota that has been fixed. Now the position will have to be reviewed. It is not possible to change the position overnight. In due course the position would be set right."

3.10. The Committee asked the Ministry of Finance (Bureau of Public Enterprises) to furnish the names of public undertakings which have (i) agreed to make provisions for reservations for Scheduled Castes and Scheduled Tribes; (ii) not so far made provisions for reservations for Scheduled Castes and Scheduled Tribes. In a written note furnished to the Committee, the Ministry of Finance (Bureau of Public Enterprises) have stated as under:—

> "Information regarding the response to the circular of Ministry of Home Affairs dated 4th March, 1964 from the Public Enterprises has been as follows:

	31-3-1966	31-3-8968
No. of Central Govt. Public Enterprises in existence	74	83
No. of Public Enterprises which favourably responded to the Home Ministry's instructions	39	67

3.11. A statement enumerating 67 public enterprises (out of a total of 83 which were in existence at the end of 1967-68) who have either made or agreed to make reservations for Scheduled Castes and Scheduled Tribes in services under them is given in Appendix V. Information in regard to remaining 16 enterprises (listed in Appendix VI) is not available with the Ministry. During the course of evidence the representative of the Ministry of Finance stated that the Bureau of Public Enterprises proposed to collect the data and keep them for the purpose of their study.

3.12. The Committee have also noted that the Minister of State in the Ministry of Home Affairs stated in Lok Sabha as follows during the discussion on Demands for Grants relating to the Department of Social Welfare on the 16th April, 1969:

> "So far, out of the 174 public sector undertakings, Statutory and Semi-Government bodies, 157 undertakings have agreed to make reservations for Scheduled Castes and Scheduled Tribes in service under them. With the rest of them, we are following this up and we hope that the rest of these undertakings will take up this question."

3.13. In their O.M. No. 2(115)|68-BPE(GM) dated the 24th September, 1969 (Appendix VII), the Ministry of Finance (Bureau of) Public Enterprises) communicated to the controlling Ministries and Departments of the Government of India that the responsibility for implementing the directives issued by the Government should be fixed on the Head of the Department in a formal manner, both in administrative Ministries and Public Enterprises. In order to give effect to these requirements, the concerned administrative Ministries/Departments have been requested to institute a system under which the Joint Secretary, incharge of the Public Enterprises under their Ministries/Departments, is made responsible to keep a watch over the implementation of the decisions regarding the representation for Scheduled Castes and Scheduled Tribes in the Public Enterprises under the control of that Ministry/Department The Chief Personnel Officer of the Public Enterprises is similarly made responsible for ensuring the implementation of the decisions and keeping the Chief Executive informed of the progress.

3.14. The Ministry of Finance (Bureau of Public Enterprises) in their O.M. No. 2(115)|68-BPE(GM) dated the 25th September, 1969 (Appendix VIII) requested all the Ministries and Departments of the Government of India to keep a watch over the position regarding the implementation of the Government of India decisions insofar as the employment of Scheduled Castes and Scheduled Tribes in the Public Enterprises is concerned and also to keep statistics about

the share of Scheduled Castes and Scheduled Tribes in the staff strength|recruitment|promotion in these enterprises.

3.15. The Committee are unhappy to learn from the statement made by the representative of the Ministry of Finance, quoting the opinion of the Ministry of Law that according to a Supreme Court judgment. the application of Articles 16 and 335 of the Constitution in regard to services in the public undertakings was not mandatory. They are also unhappy that even after the opinion given by the Law Ministry, no remedial measures were taken by the Government to rectify the position. On the other hand, the Ministry of Home Affairs merely issued broad instructions for the public undertakings which, in view of the opinion of the Ministry of Law, are ineffective. The Committee, therefore, recommend that the Government should take some other steps such as a legislative enactment or a Constitutional amendment, if necessary, to remedy the situation.

3.16. The Committee regret to note that in spite of the instructions issued by the Ministry of Home Affairs in 1956, 1957, 1964 and 1968, only 39 public enterprises out of 74 (as on 31st March, 1966) had responded favourably to those instructions. .The position in 1968 was not any better inasmuch as there was favourable response from only 67 out of 83 public enterprises (as on 31st March, 1968). Even in April, 1969, as stated by the Minister of State in the Ministry of Home Affairs in Lok Sabha, 17 out of 174 such bodies had yet to reply to the Government directives. The net result is that the Scheduled Castes and Scheduled Tribes have been deprived of the safeguards and benefits provided for them in the Constitution. The statistics quoted by the Commissioner for Scheduled Castes and Scheduled Tribes in his 17th Report are a pointer in this direction.

3.17. The Committee would like to stress that the .Scheduled Castes and Scheduled Tribes should be given adequate representation in the services in Public Enterprises and necessary administrative or statutory measures should be taken so that there is no failure on the part of any Public Enterprise in this respect.

3.18. The Committee are glad to note that the Ministry of Finance (Bureau of Public Enterprises) have issued orders to all the administrative Ministries, etc. to maintain statistics about the share of Scheduled Castes and Scheduled Tribes in the recruitment, promotion, etc. in the Public Enterprises. They also commend the action taken by the Bureau in fixing responsibility for implementing the directives issued by Government of India regarding reservations for Scheduled Castes and Scheduled Tribes in Public Enterprises on the Head of the Department in a formal manner, both in

the administrative Ministries and in Public Enterprises. The Committee trust that these measures will go a long way in enabling the Public Enterprises to give due representation to Scheduled Caste and Scheduled Tribe personnel at all levels of services.

3.19. The Committee note that, according to the advice of the Ministry of Law, Government could issue directives to those companies whose Articles of Association contained a provision empowering the Government to issue directives in regard to "affairs of the company" and that where the expression used in the Articles of Association of a company was "business of the company", the first step that would be necessary would be to change the Articles of Association so as to make it as "affairs of the company". The Committee regret that although the Ministry of Home Affairs have taken the initiative in drafting the necessary directive for issue to such companies, the same has not yet been finalised. The Committee would urge that the form of the directive should be settled without any further delay.*

3.20. The Committee hope that henceforth all the Public Sector Undertakings would maintain statistics relating to the employment of Scheduled Castes and Scheduled Tribes according to the proformas which have been devised for the purpose by the Bureau of Public Enterprises, and these should be made available to the Commissioner for Scheduled Castes and Scheduled Tribes and to the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

3.21. The Committee recommend that the Ministry of Finance (Bureau of Public Enterprises)/Ministry of Home Affairs should seriously consider the suggestion made by the Commissioner for Scheduled Castes and Scheduled Tribes in his 17th Report "whether the procedure adopted in regard to dereservation of posts in the Central Government offices should not be made applicable to the undertakings|bodies also."

3.22. The Committee further recommend that Government should consider whether the percentage of reservations for Scheduled Castes and Scheduled Tribes in the services of public undertakings should not be enhanced in order to give them more adequate representation.

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*At the stage of factual verification, the Ministry of Finance (Bureau of Public Enterprises) have stated:

"The Directive on the subject has been finalised and issued to the Secretaries of all administrative Ministries concerned with Public Enterprises vide D.O. letter No. 2(115)/68-BPE(GM) dated the 18th September, 1969 from Additional Secretary and Director General Bureau of Public Enterprises (Appendix IX)."

CHAPTER IV

RECRUITMENT AND TRAINING OF PERSONNEL

41. With regard to the procedure for recruitment of personnel for public sector undertakings for all categories of posts, the representative of the Ministry of Finance stated during evidence that the public enterprises were free to make their appointments excepting at the top level. Recruitment Policy was circulated by Government in 1960 wherein it was laid down that it would be of advantage if persons who came from the nearby places of the location of the project were appointed to the posts in the lower scales. Every effort should be made to give preference to displaced persons from the areas acquired for the projects. Scheduled Caste and Scheduled Tribe persons were given preference by the public enterprises. He further stated that under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959, the vacancies were to be notified to the Employment Exchanges. It had been laid down that for posts carrying a salary below Rs. 500 p.m. employment could only be made through the National Employment Services. The other sources of recruitment would be stopped completely unless and until a non-availability certificate was obtained from the Employment Exchanges. He said:

> "We came to the decision that preference should be given to local people, particularly the people belonging to Scheduled Castes and Scheduled Tribes and then to the people who have been evicted as a result of land acquisition. Subsequently there have been few special circulars according to which some special considerations for the people who have been demobilised from the active services after the Chinese and Pakistani aggressions and the people who have been asked to return to India from Malaysia, Burma, etc. have to be shown. For them also a certain kind of preference was shown. Below category I, preference is shown to local people, particularly, displaced persons, and the Scheduled Castes and Scheduled Tribes of that locality.
>
> So far as supervisory personnel is concerned, that has been done by most of the enterprises on all-India basis of re-

cruitment after advertisements. So far as posts below Rs. 500 are concerned, employment has to be done through the Employment Exchanges."

4.2. Asked whether preference was given to Scheduled Castes and Scheduled Tribes in the case of Class I and Class II posts, the representative of the Ministry stated: "No. This is for posts below Rs. 500. For posts over Rs. 500, I am not sure whether there is this system. This is more or less the dividing line in the business enterprises." In reply to a further question, the representative of the Ministry stated that "Preference should be given to Scheduled Caste and Scheduled Tribe candidates at the supervisory level in public sector undertakings, provided candidates with suitable qualifications and experience are available. We would certainly sponsor that idea."

4.3. The Committee take note of the statement made by the representative of the Ministry of Finance that by and large preference is given to local people, particularly the people belonging to Scheduled Castes and Scheduled Tribes in the matter of recruitment to posts in Public Enterprises carrying a salary of less than Rs. 500. They also take note of his statement that according to some special circulars issued by the Government, special consideration in the matter of recruitment is given to some other categories of people such as demobilised service personnel, repatriates from Malaysia, Burma, etc. and people evicted as a result of land acquisition. The Committee would like to stress that while giving special consideration to these categories of people, due care should be taken to see that the quotas reserved for Scheduled Castes and Scheduled Tribes are not in any way adversely affected.

4.4. The Committee hope that, as stated by the representative of the Ministry of Finance, the Public Enterprises would also consider the question of providing reservations for Scheduled Caste and Scheduled Tribe personnel at the supervisory levels also.

CHAPTER V

ADVERTISEMENT OF POSTS IN NEWSPAPERS

5.1. The Committee desired to know whether in the advertisements published in newspapers, any specific mention was made about the number of posts that were reserved for Scheduled Castes and Scheduled Tribes. In reply, the representative of the Ministry of Finance stated that he had information from some of the undertakings, namely, the Hindustan Insecticides, the State Farms Corporation, the Central Warehousing Corporation, the Indian Airlines and the Fertilizer Corporation that they had specifically mentioned in their advertisements the number of posts reserved for Scheduled Castes and Scheduled Tribes. Ashoka Hotel Ltd. in its advertisements did not mention the number of posts reserved for Scheduled Castes and Scheduled Tribes candidates during selection. The State Trading Corporation did not normally mention the number of posts reserved for Scheduled Castes and Scheduled Tribes, but it was always mentioned by them that a certain number of posts would be filled by the Scheduled Castes and Scheduled Tribes candidates. The witness added: "There are quite a few who just say that preference will be given to Scheduled Castes and Scheduled Tribes."

5.2. On being asked whether the Bureau of Public Enterprises was prepared to issue a directive that vacancies reserved for Scheduled Castes and Scheduled Tribes should be notified to Employment Exchanges and also specifically mentioned in the advertisements published in the newspapers, the witness stated: "There should not be any objection; when we issue directive, we will clarify that also."

5.3. The Committee are unhappy to note that a number of Public Sector Undertakings do not mention in their advertisements published in newspapers the number of posts that are reserved for Scheduled Castes and Scheduled Tribes. They feel that in order to attract Scheduled Caste and Scheduled Tribe candidates and to give them proper representation in services under the Public Undertakings, the management of Public Sector Undertakings should invariably specify the number of posts reserved for Scheduled Castes and Scheduled Tribes while advertising in newspapers and notifying the vacancies to Employment Exchanges. The Committee further suggest that these advertisements should invariably be published in all local language newspapers also.

CHAPTER VI

IN-SERVICE AND IN-FACTORY TRAINING

6.1. Asked to state whether there were any arrangements for imparting in-service or in-factory training to Scheduled Castes and Scheduled Tribes employees, the representative of the Ministry of Finance stated: "I would not say that the in-service or in-factory training is given only for Scheduled Castes by all the Public Enterprises. Of course, many have already started the in-factory or in-service training for their Class IV, skilled and semi-skilled. And quite a lot of the Scheduled Castes and Scheduled Tribes are attending the evening classes. A special course has been started for these people over a period of time."

6.2. A statement indicating the facilities which are available in 20 Public Sector Undertakings for in-service|in-factory training for Scheduled Castes and Scheduled Tribes in given at Appendix IX.

6.3. The Committee find that in a number of Public Sector Undertakings, there is no provision for in-service|in-factory training. They feel that with a view to give opportunities to the employees, especially those belonging to Scheduled Castes and Scheduled Tribes, to improve their prospects in service, arrangements should be made for starting in-service|in-factory training in those public sector undertakings which do not provide such facilities at present.

6.4. The Committee are in agreement with the views expressed by the Yardi Working Group that the same percentage of seats as are reserved for Scheduled Castes (as also Scheduled Tribes) in services should also be reserved in training programmes being implemented within the public sector undertakings. The Committee hope that the Bureau of Public Enterprises would also issue suitable directives to the public enterprises in this regard.

D. BASUMATARI,
Chairman,
Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

NEW DELHI;
December 4, 1969.
Agrahayana 13, 1891 (*Saka*).

APPENDIX I

(*Vide* para 1.4 of Report)

No. 5|1|63-SCT (I)

GOVERNMENT OF INDIA

MINISTRY OF HOME AFFAIRS

New Delhi-11, the 4th March, 1964
3rd Phalguna, 1885.

OFFICE MEMORANDUM

SUBJECT:—*Reservations for Scheduled Castes and Scheduled Tribes in the services under the Public Sector Undertakings.*

In Ministry of Home Affairs O. M. No. 5|13|56-SCT (I), dated 14th November, 1956 and 5|13|56-SCT (I), dated 5th September, 1957 (copies enclosed), Ministries were requested to issue instructions to the Public Sector Undertakings under their control to observe the orders regarding representation of Scheduled Castes and Scheduled Tribes in Government Services, as far as possible consistently with the maintenance of efficiency. It has, however, come to notice that in some of the Public Sector Undertakings, due representation is still not being given to Scheduled Castes and Scheduled Tribes. The question of employment of Scheduled Castes and Scheduled Tribes recently came up for consideration before the Central Advisory Board for Harijan Welfare and the members were assured that action would be taken to see that these Undertakings gave as much benefit as possible to the Scheduled Castes and Scheduled Tribes. The working Group on the Welfare of Backward Classes in the 4th Plan have also recommended inter-alia reservations for Scheduled Castes and Scheduled Tribes in appointments in Public Sector Undertakings. Taking into consideration all relevant factors and the growing opportunities of employment in the public Sector, it is important that as in the case of employment in public services, the Scheduled Castes and Scheduled Tribes should be given a fair share of appointments in public Sector Undertakings also.

2. Ministries are accordingly requested to issue suitable instructions to the Undertakings under their control to make reservation for Scheduled Castes and Scheduled Tribes in their services on the lines of the reservations in Central Government services. It may be explained to the Undertakings that reservations for Scheduled Castes and Scheduled Tribes are subject to availability of suitable candidates of the respective class, and in case of non-availability of such suitable candidates for any reserved posts, such posts can be treated as unreserved and filled by others. Cases, if any, where a Public Sector Undertakings finds difficulty in implementing the reservation orders wholly or even partly, may be further examined by the Ministry concerned in consultation with this Ministry.

3. The Undertakings may also be instructed to furnish to this Ministry and to the administrative Ministry by 1st March every year, annual returns in the forms given in Appendices I and II enclosed. In some Undertakings, the classification of posts may not be identical or similar to that in vogue in the Central Government services. In such cases, for the purpose of maintaining rosters and furnishing the returns, the posts may be treated as Class I, II, III and IV, as follows:—

Posts carrying a pay or a scale of pay with a maximum of not less than Rs. 950.	Class I
Posts carrying a pay or a scale of pay with a maximum of not less than Rs. 575 but less than Rs. 950. .	Class II
Posts carrying a pay or a scale of pay with a maximum of over Rs. 110 but less than Rs. 575	Class III
Posts carrying a pay or a scale of pay the maximum of which is Rs. 110/- or less.	Class IV

4. Copies of instructions issued to Public Sector Undertakings in pursuance of paragraphs 2 and 3 above may kindly be endorsed to this Ministry.

Sd|—M. K. VENKATESHAN,
Deputy Secretary to the Govt. of India.

To

Ministries of Industry, International Trade, Defence, Finance (Department of Economic Affairs), Food and Agriculture (Food), Irrigation and Power, Education (Department of Science), Steel,

Mines and Heavy Engineering (Department of Iron and Steel), (Department of Mines and Metals) (Department of Heavy Engineering), Petroleum and Chemicals Industries, Transport, Department of Posts and Telegraphs, Works, Housing and Rehabilitation, Department of Atomic Energy.

Copy to:—

Ministries|Departments etc. (except those mentioned above).

The Commissioner for Scheduled Castes and Scheduled Tribes, New Delhi.

APPENDIX II

(Vide Para 1.6 of Report)

Copy of office Memorandum No. 16|2|54-SCT, dated the 23rd November, 1954, from Shri Tewari, Deputy Secretary to the Government of India, Ministry of Home Affairs, New Delhi-11, to All Ministries of the Government of India etc. including the various Divisions of the Ministry of Finance and the Department of Economic Affairs.

SUBJECT:—*Application of the communal representation order to Statutory Bodies.*

The undersigned is directed to invite a reference to para. 5 of Section IX of the Report of the Commissioner for Scheduled Castes and Scheduled Tribes for the year 1952 (extract enclosed) in which it was recommended that the Statutory Bodies attached to the various Ministries of the Government of India should be requested to observe the orders regarding reservation of vacancies for Scheduled Castes and Scheduled Tribes (contained in the Ministry of Home Affairs Resolution No. 42|21|49—NGS, dated the 13th September, 1950) while recruiting staff in their offices.

2. In order to find out whether any Statutory Bodies were not observing the reservation orders, the Ministries were requested to furnish *inter alia* a list of Statutory Bodies under their administrative control which were following those orders—*vide* this Ministry's Office Memorandum No. 28|9|54—SCT, dated the 20th July, 1954. Replies to that office memorandum are not yet complete, but the information furnished by the Ministries from whom replies have been received so far indicates that while some of the Statutory Bodies are following the reservation orders, other are not doing so. The recommendation referred to in the preceding paragraph this needed to be examined in relation to those Statutory Bodies only which are not following the reservation orders.

3. After careful consideration, the Ministry of Home Affairs have agreed in principle that the reservation orders should also apply to the Statutory Bodies which are not following them now. It is, however, for examination in each case, on the basis of the relevant statute, whether the Government of India can pass an order directing that reservation orders would apply to the Statutory Body con-

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cerned. If the statute does not permit of such direction by Government, the only course would be to bring the policy of Government in the matter to the notice of the Statutory authoriy and suggest that they should make suitable rules, or amendments to their existing rules, in accordance with this policy.

4. The undersigned is accordingly to request the Finance|etc. Ministry to examine, in respect of each of the Statutory Bodies attached to them or under their administrative control which are not following the reservation orders, the question whether the reservation orders can be extended formally to those Bodies, or whether they should merely be recommended to them for adoption. The result of such examination and the action taken in the matter may be communicated to the Ministry of Home Affairs as early as possible.

5. The Ministry of Finance etc. are also requested to ask the Statutory Bodies attached to them to furnish the communal returns in the manner prescribed in this Ministry's Office Memorandum No. 42|21|49—NGS, dated the 28th January, 1952. Such returns should be forwarded to this Ministry along with the returns relating to the Ministry of Finance etc. and their attached and subordinate offices. The information relating to Statutory Bodies should not, however, be included in the consolidated statements of the returns.

Copy of paragraph 5 of Section IX of Report of the Commissioner for Scheduled Castes and Scheduled Tribes for the year 1952.

The orders issued by the Ministry of Home Affairs regarding the reservation of vacancies for Scheduled Castes and Scheduled Tribes do not apply to the Statutory offices. These offices are free for formulate their own rules for the recruitment of their staff. I, however, think that if the Ministry of Home Affairs advises the Ministries concerned to request the Statutory bodies attached to them to observe the reservation orders while recruiting staff in their offices, they will agree to fall in line with the Government of India policy in this respect. I need not say that these orders have been issued by the Government of India in pursuance of constitutional safeguards provided for these backward communities and as such they should be honoured by all.

APPENDIX III

(*Vide* Para 1.7 of Report)

Reservations in force at present in favour of Scheduled Castes and Scheduled Tribes in posts|services under the Government of India:—

1. *Direct recruitment*:

(i) *Scheduled Castes*: 12½ per cent of the vacancies filled by direct recruitment in the case of recruitment to posts and services on an all India basis by open competition, i.e. through the Union Public Service Commission or by means of open competitive tests held by an other authority. Where recruitment is made otherwise than by open competition, the reservation is 16-2|3 per cent.

(ii) *Scheduled Tribes*: Both in recruitment by open competition and in recruitment made otherwise than by open competition, there is a reservation of 5 per cent.

Where recruitment is made on a regional basis, the percentages of reservations for Scheduled Castes and Scheduled Tribes have been fixed on the basis of the ratio which the population of the Scheduled Castes and Scheduled Tribes bears to the total population of the area or region, subject to a minimum of 5 per cent for Scheduled Tribes.

2. *Promotions*:

Reservation at 12½ per cent for Scheduled Castes and 5 per cent for Scheduled Tribes in (a) posts filled by promotion *through limited departmental competitive examinations,* within or to Class II, III and IV, in grades or services in which the element of direct recruitment, if any, does not exceed 50 per cent, and in (b) posts filled by promotion by selection in or to Class III and IV posts, in grades or services, in which the element of direct recruitment, if any, does not exceed 50 per cent.

APPENDIX IV

(*Vide* para 3.3 of Report)

Statement showing Employment Position of the Scheduled Castes and Scheduled Tribes as on 1-1-1968 in the Public Sector Undertakings|Bodies.

[Reproduced from Appendix V of the Seventeenth Report—1967-68 of the Commissioner for Scheduled Castes and Scheduled Tribes]

Sl. No.	Name of Public Sector Undertakings, Statutory and Semi-Government Bodies	Total No. of employees as on 1-1-1968	Number of Scheduled Castes as on 1-1-68	Number of Scheduled Tribes as on 1-1-68
1	2	3	4	5
	MINISTRY OF COMMERCE			
1.	The Metal Scrap Trade Corporation Ltd., Calcutta.			
	Class I	2	..	..
	Class II	3	..	..
	Class III	8	..	..
	Class IV	3	1	..
2.	The State Trading Corporation of India Ltd., New Delhi.			
	Class I	141		
	Class II	138	..	
	Class III	1,057	12	
	Class IV	408	49	
3.	The Handicrafts and Handlooms Exports Corporation of India Ltd., New Delhi.			
	Class I	20	..	..
	Class II	8	..	..
	Class III	152	5	..
	Class IV	63	6	..
	MINISTRY OF INDUSTRIAL DEVELOPMENT AND COMPANY AFFAIRS			
4.	Triveni Structural Ltd., Naini (Allahabad).			
	Class I	42	..	..
	Class II	55	..	..

1	2	3	4	5
	Class III . .	139		3
	Class IV . .	27		2
5.	Heavy Electricals (India) Ltd., Bhopal.			
	Class I .	872	7	1
	Class II	560	1	..
	Class III	9,094	379	119
	Class IV	4,060	519	22
6.	Mining & Allied Machinery Corporation Ltd., Durgapur (West Bengal).			
	Class I .	400	1	..
	Class II	27	..	..
	Class III	3,509	15	..
	Class IV	357	20	287
7.	The National Instruments Ltd., Jadavpur, Calcutta.			
	Class I .	14	..	..
	Class II	2	..	..
	Class III	330	1	9
	Class IV	938	5	
8.	Instrumentation Ltd., Kota.			
	Class I . .	74	1	..
	Class II . .	14	..	..
	Class III	396	9	3
	Class IV (Excluding sweepers)	170	25	4
	Class IV . . .	10	10	..
9.	Machine Tools Corporation of India Ltd., Ajmer.			
	Class I	6	..	..
	Class II	1	..	..
	Class III	3	..	..
	Class IV . . .	5	..	1
10.	Bharat Heavy Electricals Ltd., Ranipur (Hardwar).			
	Class I & II	392	..	..
	Class III	2,981	189	..
	Class IV	786	214	..
	(Excluding Sweepers)			
	Sweepers	78	..	..

1	2	3	4	5
11.	**Bharat Heavy Electricals Ltd. (Heavy Power Equipment Plant), Hyderabad.**			
	Class I .	190	..	3
	Class II	80	..	..
	Class III	2,472	3	66
	Class IV .	793	4	185
12.	Bharat Heavy Electricals Ltd. (Switchgear Unit), Hyderabad.			
	Class I	27	..	..
	Class II	12	..	..
	Class III	190	5	1
	Class IV	84	12	3
13.	Barat Heavy ectrcals Ltd., Tiruchi.			
	Class I .	282	..	1
	Class II	158	..	1
	Class III	3,084	1	124
	Class IV	1,820		324
14.	The Nationa News Print & Paper Mills Ltd., Nepa agar (Madhya Pradesh).			
	Class I	7	..	..
	Class II	124	..	..
	Class III	571	3	1
	Class IV	816	30	40
15.	Hindustan Machine Tools Ltd., Bangalore.			
	Class I .	56	..	..
	Class II	411	3	..
	Class III	4,359	373	1
	Class IV . .	310	186	..
16.	Hindustan Tools Ltd., Pinjore.			
	Class I .	23	..	
	Class II	151	..	
	Class III	1,678	63	..
	Class IV .	424	64	..
17.	Hindustan Machine Tools Ltd., Kalamassery (Kerala State).			
	Class I	11	..	..
	Class II	12	..	..
	Class III	1,357	15	26
	Class IV	707	40	14
	Class IV (Sweepers)	56	..	..

1	2	3	4	5
18.	Hindustan Machine Tools Ltd., Hyderabad.			
	Class I	17	..	..
	Class II	52	..	..
	Class III	1,427	49	1
	Class IV	256	24	1
19.	Hindustan Machine Tools Ltd., H.M.T. Watch, Bangalore.			
	Class I	16	..	..
	Class II	56	..	..
	Class III	1,000	36	1
	Class IV	90	21	..
20.	Hindustan Salts Ltd., Jaipur.			
	Class I	5	..	..
	Class II	10	..	..
	Class III	82	7	..
	Class IV	124	26	1
21.	Sambhar Salts Ltd., Jaipur.			
	Class I	4	..	..
	Class II	10	1	..
	Class III	121	4	..
	Class IV	179	17	..
	MINISTRY OF PETROLEUM AND CHEMICALS			
22.	Madras Fertilisers Ltd., Madras.			
	Class I	2	..	..
	Class II	3	..	1
	Class III	4	..	
	Class IV	65	2	1
23.	Engineers India Ltd., (H. O. New Delhi).			
	Class I	46		
	Class II	15		
	Class III	13	..	
	Class IV	3	2	
24	Indian Oil Corporation Ltd., (Refineries Division), New Delhi.			
	Class I	520	5	1
	Class II	133	10	..
	Class III	3,181	72	26
	Class IV (Excluding Sweepers)	886	92	14
	Class IV (Sweepers)	170	170	..

1	2	3	4	5
25.	Hindustan Antibiotics Ltd., Pimpri (Poona).			
	Class I	92	..	
	Class II	78	..	..
	Class III	717	27	2
	Class IV (Excluding Sweepers)	1,118	112	3
	Class IV (Sweepers)	14	14	
26.	Hindustan Insecticides Ltd., New Delhi.			
	Class I	25	..	1
	Class II	38	..	..
	Class III	437	24	2
	Class IV (Excluding Sweepers)	254	47	4
	Class IV (Sweepers)	17	17	..
27.	The Fertilisers and Chemicals, Travancore Ltd., Udyogamandal (Udyogamandal Division including H. O. and Marketing).			
	Class I	69	..	..
	Class II	201	..	..
	Class III	2,424	34	2
	Class IV (Excluding Sweepers)	1,350	39	4
	Class IV (Sweepers)	54	15	
28.	The Fertilisers and Chemicals, Travancore Ltd., Udyogamandal (FELO Division).			
	Class I	30	..	..
	Class II	112	..	..
	Class III	142	8	..
	Class IV	..		..
29.	The Fertilisers and Chemicals, Travancore Ltd., Udyogamandal P.O. (Cochin Division).			
	Class I	12		
	Class II	77		
	Class III	255		
30.	Indian Oil Corporation Ltd., (Marketing Division)			
	Class I	339	..	..
	Class II	798	3	..
	Class III	3,635	61	4
	Class IV	2,038	162	18

1	2	3	4	5
31.	Cochin Refineries Ltd.			
	Class I	71		
	Class II	85	..	
	Class III	229	5	
32.	The Fertilizer Corporation of India Ltd., Gorakhpur, unit, Gorakhpur.			
	Class I	93		..
	Class II	63	..	..
	Class III	1,073	13	7
	Class IV	426	58	
33.	Fertilizer Corporation of India Ltd., Planning & Development Division Sindri.			
	Class I	328	1	
	Class II	143	..	..
	Class III	680	22	4
	Class IV	295	42	22
34.	The Fertilizer Corporation of India Ltd., Nangal Unit.			
	Class I	144		
	Class II	152	..	
		1,861	60	
	Class IV	11,188	348	
35.	The Fertilizer Corporation of India, Ltd., Trombay unit.			
	Class I	139	1	..
	Class II	121	1	..
	Class III	1,541	40	3
	Class IV	369		
36.	The Fertilizer Corporation of India Ltd., Sindri Unit.			
	Class I	160		
	Class II	257	..	
	Class III	4,775	99	87
	Class IV	2,155	457	386
37.	The Fertilizer Corporation of India Ltd., Barauni Division.			
	Class IV	10	1	1

1	2	3	4	5
38.	The Fertilizer Corporation of India Ltd., Durgapur Division.			
	Class I .	69		..
	Class II	52		1
	Class III	318		2
	Class IV . .	217		12
39.	Oil and Natural Gas Commission.			
	Class I & II .	1,322	13	1
	Class III .	11,949	377	56
	Class IV . . . (Including Sweepers)	5,395	790	183
40.	Hindustan Organic Chemicals Ltd., P.O. Rasayani District Kolaba, Maharashtra			
	Class I .	45	..	..
	Class II	7	..	..
	Class III	203	5	1
	Class IV	84	13	2
41.	Pyrities and Chemicals Development Company Ltd.			
	Class I .	23		
	Class II	4	..	..
	Class III	165	1	1
	Class IV	75	8	
	MINISTRY OF TRANSPORT AND SHIPPING			
42.	Visakhapatnam Port Trust.			
	Class I .	56	4	..
	Class II	25	1	..
	Class III	2,402	137	13
	Class IV . . (Including Sweepers)	3,136	484	55
43.	Kandla Port Trust Gandhidham (Kutch).			
	Class I .	33	..	..
	Class II	24	..	..
	Class III	1,255	26	5
	Class IV	987	119	
44.	The Mogul Line Ltd., Bombay.			
	Class I .	66	..	..
	Class II . .	41	..	..
	Class III	128	3	1
	Class IV	24	2	..

1	2	3	4	5
45.	Madras Port Trust, Madras.			
	Class I	182	2	
	Class II	61	4	..
	Class III	4,628	325	11
	Class IV	3,611	647	58
46.	Cochin Port Trust.			
	Class I	47	..	..
	Class II	23	2	..
	Class III	2,129	128	30
	Class IV	1,758	83	39
	DEPARTMENT OF ATOMIC ENERGY			
47.	Electronic Corporation of India Ltd., Hyderabad.			
	Class I	96	..	
	Class II	58	..	
	Class III	608	7	
	Class IV	72	16	
48.	Indian Rare Earths Ltd., Bombay.			
	Class I	25		
	Class II	49	..	
	Class III	684	47	
	Class IV	378	22	
49.	Uranium Corporation of India Ltd., Jaduguda Mines, District Singhbhum, Bihar.			
	Class I	42	..	..
	Class II	75	1	..
	Class III	488	8	..
	Class IV	814	105	4
	MINISTRY OF IRRIGATION AND POWER			
50.	National Projects Construction Corporation Ltd.			
	Class I	158	1	..
	Clas II	52	..	..
	Class III	602	4	..
	Class IV	165	6	9
51.	Damodar Valley Corporation.			
	Clas I	814	9	4
	Clas II	5,166	163	106
	Class III	1,940	575	397
	Class IV	172	..	..

1	2	3	4	5
	MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION			
52.	Employees State Insurance Corporation, New Delhi.			
	Class I .	63	1	
	Class II	113	5	..
	Class III	3,700	222	1
			670	24
	Class IV	1,244	318	21
			370	45
53.	Rehabilitation Housing Corporation Ltd.			
	Class I .	1	..	
	Class II	2	..	
	Class III	1	..	
	Class IV	2	1	
54.	Rehabilitation Industries Corporation Ltd., Calcutta.			
	Class I .	9	..	
	Class II	16	..	
	Class III	444	28	
	Class IV	294	37	
	Class IV (Sweepers) .	27	15	
	MINISTRY OF FINANCE			
55.	Reserve Bank of India.			
	Class I .	1,156	3	
	Class II	1,383	9	..
	Class III	10,655	443	24
	Class IV .	3,882	460	13
56.	State Bank of India, Mysore.			
	Class I .	17	..	..
	Class II	246	1	..
	Class III	1,508	5	..
	Class IV	486	27	..
	MINISTRY OF WORKS, HOUSING AND SUPPLY			
57.	National Building Construction Corporation Ltd.			
	Class I .	37	..	..
	Class II	46	..	1
	Class III .	276	5	..
	Class IV .	47	3	1

1	2	3	4	5
58.	Hindustan Housing Factory Ltd., Jangpura, New Delhi.			
	Class I	9	..	..
	Class II	18	..	..
	Class III	233	8	..
	Class IV	63	8	3

APPENDIX V

(*Vide* para 3.11 of Report)

Names of Public Enterprises who have made or agreed to make reservations for Scheduled Castes and Scheduled Tribes

---

1. Hindustan Housing Factory Ltd.
2. Hindustan Steel Works Construction Ltd.
3. The Fertilizer Corporation of India Ltd.
4. Hindustan Salts Ltd.
5. National Industrial Development Corporation Ltd.
6. Hindustan Cables Ltd.
7. Cement Corporation of India Ltd.
8. Heavy Electricals (India) Ltd.
9. Heavy Engineering Corporation.
10. Hindustan Machine Tools Ltd.
11. Bharat Earth Movers Ltd.
12. Garden Reach Workshops Ltd.
13. Indian Rare Earths Ltd.
14. National Research Development Corporation.
15. Handicrafts and Handlooms Export Corpn. Ltd.
16. State Trading Corporation of India Ltd.
17. Hindustan Organic Chemicals Ltd.
18. Pyrites and Chemicals Development Company Ltd.
19. Indian Drugs and Pharmaceuticals Ltd.
20. Cochin Refineries Ltd.
21. National Seeds Corporation Ltd.
22. Hindustan Shipyard Ltd.
23. Indian Oil Corpn. Ltd. (Marketing and Refineries Divns.)
24. Rehabilitation Industries Corporation Ltd.
25. National Projects Construction Corpn.
26. Madras Refineries Ltd.

27. Indian Airlines.
28. Air India.
29. Mogul Line Ltd.
30. Shipping Corpn. of India Ltd.
31. Bharat Electronics Ltd.
32. Praga Tools Ltd.
33. Indian Telephone Industries Ltd.
34. Hindustan Teleprinters Ltd.
35. Export Credit and Guarantee Corporation Ltd.
36. Food Corporation of India.
37. Neyveli Lignite Corporation Ltd.
38. Engineers India Ltd.
39. Hindustan Insecticides Ltd.
40. Uranium Corporation of India Ltd.
41. Oil & Natural Gas Commission.
42. Janpath Hotels Ltd.
43. National Buildings Construction Corpn.
44. Ashoka Hotels Ltd.
45. Central Warehousing Corpn.
46. Hindustan Antibiotics Ltd.
47. Fertilizers and Chemicals (Travancore) Ltd.
48. Minerals and Metals Trading Corpn. Ltd.
49. National Small Industries Corpn. Ltd.
50. Mining and Allied Machinery Corpn.
51. Bharat Heavy Electricals Ltd.
52. Triveni Structurals Ltd.
53. National Mineral Development Corpn.
54. National Instruments Ltd.
55. Film Finance Corpn. Ltd.
56. National Coal Development Corpn. Ltd.
57. Instrumentation Ltd.
58. Life Insurance Corporation.
59. Hindustan Steel Ltd.
60. Bokaro Steel Ltd.
61. Indian Motion Pictures Export Corporation Ltd.
62. Hindustan Aeronautics Ltd.

63. Central Road Transport Corpn. Ltd.
64. Central Fisheries Corpn. Ltd.
65. Hindustan Photo Films Mfg. Co. Ltd.
66. Hindustan Latex Ltd.
67. Electronics Corpn. of India Ltd.

APPENDIX VI

(*Vide* para 3.11 of Report)

List of Enterprises about which information regarding reservations not available

1. Mazagon Dock Ltd.
2. Modern Bakeries Ltd.
3. Bharat Heavy Plates & Vessels Ltd.
4. Machine Tools Corporation of India Ltd.
5. National Newsprint & Paper Mills Ltd.
6. Sambhar Salts Ltd.
7. Tungabhadra Steel Products Ltd.
8. Bharat Aluminium Co. Ltd.
9. Hindustan Copper Ltd.
10. Hindustan Zinc Ltd.
11. Rehabilitation Housing Corporation Ltd
12. Lubrizol India Ltd.
13. Madras Fertilizers Ltd.
14. Central Inland Water Transport Corpn. Ltd.
15. Goa Shipyard Ltd.
16. India Tourism Development Corpn. Ltd.

APPENDIX VII

(*Vide* para 3.13 of Report)

No. 2(115)|68-BPE(GM)

GOVERNMENT OF INDIA

MINISTRY OF FINANCE

BUREAU OF PUBLIC ENTERPRISES

New Delhi, the 24th September, 1969.

OFFICE MEMORANDUM

SUBJECT:—*Reservation for Scheduled Castes and Scheduled Tribes in the service under the Public Enterprises, and arrangements for ensuring implementation.*

The question of devising measures for ensuring adequate representation for Scheduled Castes and Scheduled Tribes in the services under the Public Enterprises has been under consideration of Government for some time. Necessary instructions have already been issued to the Ministries|Departments with the Public Enterprises under their control, asking them to have formal directives issued to these Public Enterprises for securing the desired extent of representation.

In this context, it has already been decided that the responsibility for implementing these directives should be fixed on the Head of the Department in a formal manner, both in the Administrative Ministries and Public Enterprises. In order to give effect to these requirements, the concerned Administrative Ministries|Departments are requested to institute a system under which the Joint Secretary, incharge of the Public Enterprises under their Ministries|Departments, is made responsible to keep a watch over the implementation of the decisions regarding representation for Scheduled Castes|Scheduled Tribes in the Public Enterprises under the control of that Ministry|Department, and also keeps the Secretary informed of the progress of the implementation. Similarly, the Chief Personnel Officer of a Public Enterprise, whether at the Board level or below the Board level (if there is no full-time Personnel Director in the Board) should similarly be made responsible for ensuring the implementation of the decisions, and keeping the Chief Executive informed

of the progress. In multi-unit enterprises the Chief Personnel Officer of each unit should also be given this responsibility in regard to implementation of the decisions in the unit.

(Sd.) A. N. BANERJI,

Additional Secretary to the Govt. of India, and Director-General, Bureau of Public Enterprises.

To

All Ministries|Departments of the Govt. of India.

Copy to:

(i) Production Division|Adviser (C)|Adviser (F)|DS(I&R)|DS(BPE)|Bureau of Public Enterprises.

(ii) Heads of Expenditure Divisions in the Department of Expenditure (with two spare copies).

(iii) Comptroller & Auditor General of India.

(iv) All Public Enterprises.

(Sd.) A. N. BANERJI,

Additional Secretary to the Govt. of India, and Director-General, Bureau of Public Enterprises.

APPENDIX VIII

(*Vide* para 3|14 of Report

No. 2(115)|68-BPE(GM)

GOVERNMENT OF INDIA

MINISTRY OF FINANCE

BUREAU OF PUBLIC ENTERPRISES

New Delhi, the 25th September, 1969.

OFFICE MEMORANDUM

SUBJECT:—*Reservation for Scheduled Castes and Scheduled Tribes in the Services under the Public Enterprises.*

The question of making reservation for Scheduled Tribes in the matter of appointment in Government services and Public Enterprises, pursuant to the recommendations of the Working Group under the Chairmanship of Shri M. R. Yardi, has been under consideration of Government. Ministry of Home Affairs have already issued instructions in so far as the reservation for these categories of employees in Government services are concerned. In the case of Public Enterprises also, the matter has been considered and the necessary instructions issued to the Ministries|Departments with Public Enterprises under their control.

In order to keep a watch over the position regarding implementation of these decisions in so far as the Public Enterprises are concerned, it has become necessary to keep statistics about the share of Scheduled Castes|Scheduled Tribes in the Staff strength|recruitment|promotions in these enterprises. Ministry of Steel & Heavy Engineering, etc., may kindly arrange to forward to the Ministry of Home Affairs with copies to the Bureau of Public Enterprises and the Cabinet Secretariat, the following annual statements within three months, after the close of each calendar year:—

(i) A statement (proforma at Annexure I) showing the total number of posts and the number held by members of Scheduled Castes and Scheduled Tribes in each class as on the 1st of January of the year, and the year preceding;

(ii) A statement (proforma at Annexure II) showing the particulars of recruitment made in the calendar year and the number filled by Scheduled Castes and Scheduled Tribes candidates; and

(iii) A statement (proforma at Annexure III) showing the particulars of promotions made in the calendar year and the number filled by Scheduled Castes and Scheduled Tribes candidates.

(Sd.) P. K. BASU,
Director, Bureau of Public Enterprises.

To

All Ministries|Departments of the Government of India.

Copy to:

(i) Production Division|Adviser (C)|Adviser (F)|D.S. (I&R)|D.S. (BPE), Bureau of Public Enterprises.

(ii) Heads of Expenditure Divisions in the Department of Expenditure (with 2 spare copies).

(iii) Comptroller & Auditor General of India.

(iv) All Public Enterprises.

ANNEXURE I

Name of the Public Sector Undertaking———

Statement showing the total number of employees and the number of Scheduled Castes and Scheduled Tribes amongst them as on 1st January, (19.....) and 1st January, 19.....

Classification of posts/ Service.	Total on 1st January	NUMBER OF		Remarks
		Sch. Castes	Sch. Tribes	
		No. % to Col. 2.	No. % to Col. 2.	
1	2	3	4	5
		Permanent		
Class I	as on 1-1-19			
	as on 1-1-19			

1	2	3	4	5
Class II as on 1-1-19 as on 1-1-19				
Class III as on 1-1-19 as on 1-1-19				
Class IV as on 1-1-19 . as on 1-1-19 .				
(excluding sweepers).				
Class IV as on 1-1-19 . as on 1-1-19 .				
	Temporary.			
Class I as on 1-1-19 . as on 1-1-19 .				
Class II as on 1-1-19 . as on 1-1-19 .				
Class III as on 1-1-19 . as on 1-1-19 .				
Class IV (excluding sweepers). as on 1-1-19 . as on 1-1-19 .				
Class IV as on 1-1-19 as on 1-1-19				

Signature.....

Designation.....

NOTE:—For purpose of classification of posts, the posts may be treated as Class I, II, III & IV, as follows :

Posts carrying a pay or scale of pay with maximum of not less than Rs. 950/-	Class I
Posts carrying a pay or scale of pay with a maximum of not less than Rs. 575/- but less than Rs. 950/-	Class II
Posts carrying a pay or scale of pay with a maximum of over Rs. 110/- but less than Rs. 575 .	Class III
Posts carrying a pay or scale of pay the maximum of which is Rs. 110/- or less.	Class IV

ANNEXURE II

Name of the Public Sector Undertaking / Statutory Body/Semi-Government Body———

Statement showing the particulars of recruitment made during the calendar year (19) and the numbers filled by members of Scheduled Castes and Scheduled Tribes

				Reservations for Scheduled Castes						Reservation for Scheduled Tribes						
Class of post	Total number of vacancies filled during the year	Rostered : (A) All India by open competition (B) All India other than by open competetion (C) regional	Cycle No. and point from which recruitment started	Brought forward from previous year	Vacancies reserved during the year of report	Number of S.C.s. appointed during the year of report	Number of reservations lapsed	Number of reservations carried forward	Number of reserved vacancies de-reserved i.e. against which non-Scheduled Castes were appointed	Brought forward from previous years	Vacancies reserved during the year of report	Number of S.T.s. appointed during the year of report	No. of reservations lapsed	No. of reservations carried forward	Number of reserved vacancies de-reserved against which non-Scheduled tribes were appointed	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Permanent Posts																
*Class I																
Class II																
Class III																
Class IV																

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	1
Temporary Posts																
*Class I																
Class II																
Class III																
Class IV																

*Separate entries should be shown for each grade or a group in a Class.

Certified that in the case of reserved vacancies filled by non-Scheduled Caste/Tribe candidates, it was clearly indicated in the requisition/advertisement that the posts were so reserved.

Also certified that in the case of other reserved vacancies wherever non-Scheduled Caste/Tribe candidates were appointed, (a) prior approval of the Board of Directors for Class I and II posts and that of the Managing Director for class III and IV posts was obtained and (b) the steps prescribed in para 7 of the directive issued with Ministry of..... No.....dated.....were taken to secure Scheduled Caste/Tribe candidates.

Station.....

State.....

Date.....

Signature.....

Designation.....

NOTE—For purposes of classification of posts, the posts may be treated as Class I, II, III & IV, as follows—

Posts carrying a pay or scale of pay with maximum of not less than Rs. 950/- . . . . . Class I

Posts carrying a pay or scale of pay with a maximum of not less than Rs. 575/- but less than Rs. 950/- . . Class II

Posts carrying a pay or scale of pay with a maximum of over Rs. 110/- but less than Rs. 575/- . Class III

Posts carrying a pay or scale of pay the maximum of which is Rs. 110/- or less . . Class IV

ANNEXURE III

*Name of the Public Sector Undertaking*_____

Statement showing the particulars of promotions made during the calender year (19) *and the number filled by members of Scheduled Castes and Scheduled Tribes*

Class of Post	Total No.of vacancies filled by promotion during the year	No. of promotions through limited departmental competitive examinations within, or to Class II, III & IV in which the element of direct recruitment, if any, does not exceed 50 %)	No.of Scheduled Caste candidates outof the No. in col. (3)	% of Col. (4) to Col.(3)	No.of Scheduled Tribes candidates out of the No. in Col.(3)	% of Col. (6) to Col. (3)	No.of promotons by selection in or to Class III & IV in which the element or direct recruitment if any, does not exceed 50%	No.of Scheduled Castes candidates out of the No. in Col. (8)	% of Col. (9) to Col. (8)	No. of Scheduled Tribes candidates out of the No. in Col. (8)	% of Col. (11) to Col.(8)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
Permanent Posts												
Class II												
Class III												
Class IV												

Temporary Posts
Class II
Class III
Class IV

Signature _____

Designation _____

NOTE : For purposes of Classification of posts, the posts may be treated as Class I, II, III & IV as follows :—

Posts carrying a pay or scale of pay with maximum of not less than Rs. 950/- . . Class I

Posts carrying a pay or scale of pay with a maximum of not less than Rs. 575/- but less than Rs. 950/- . . Class II

Posts carrying a pay or scale of pay with a maximum of over Rs. 110/- but less than Rs. 575/- . . Class III

Posts carrying a pay or scale of pay the maximum of which is Rs. 110/- or less . . Class IV

APPENDIX IX

(*Vide* footnote on para 3.19)

A. N. Banerji,
Additional Secretary & Director-General.

D.O. No. 2(115)|68-BPE(GM)

Ministry of Finance
Bureau of Public Enterprises
Room No. 34-A, North Block.
New Delhi, the 18th September, 1969

My dear

SUBJECT: *Reservations for Scheduled Castes and Scheduled Tribes in the services under the Public Enterprises.*

As you may be aware, the question of making reservations for Scheduled Castes and Scheduled Tribes in the matter of appointment in Government services and Public Enterprises pursuant to the recommendation (extract enclosed) of the Working Group under the Chairmanship of Shir M. R. Yardi has been accepted by Government. Ministry of Home Affairs have already issued instructions in so far as the reservations for these categories of employees in the Government services are concerned.

In the case of Public Enterprises, some of them have already adopted the principles laid down in respect of Government services. However, it has been decided by Government that this should be done by all the Public Enterprises and that the necessary directive for the purpose should be issued to them by the concerned administrative Ministries. Since the wording of this directive is to be done with special care, Bureau of Public Enterprises was required to assist in finalising the precise wording of the directive to be issued. We have since consulted the Ministry of Law and the Ministry of Home Affairs and I enclose a draft directive which you could issue to the Public Enterprises under the administrative control of your Ministry|Department. (Annexure)

2. I should add in this context that we have been advised that it may not be possible to issue any directive in these matters to

companies, whose Articles of Association restrict the scope of the directive to be issued only to the conduct of "business" of the company, as distinct from "affairs" of the company. We are also advised that before any directive is issued even in the case of companies whose Articles provide for the issue of directive on the "affairs" of the company, it would be necessary to comply with the procedure, if any, prescribed by the Articles for the issue of such directive. For instance, if prior consultation is necessary for the issue of the directive, then the consultation must be held.

3. In the circumstances, I would suggest that you should in the first instance take steps to issue the directive to the companies, where the existing Articles of Association permit the issue of directive in these matters, of course, after following the prescribed procedure.

In the case of other companies, I presume that steps are being taken to modify the relevant Article so that President can issue directive on the "affairs" of the company as already advised in our O.M. No. 2(124)|69-BPE(GM) dated the 1st September, 1969. After this is done, the directive may be issued to these enterprises as well.

4. In the case of statutory corporations where rule-making powers relating to employment, conditions of service and the like vest with the Central Government, the Central Government may make the necessary amendments in the rules to ensure the necessary reservation. Similarly, in cases wherein the approval of the Central Government is required for making rules relating to service conditions, the incorporation of a suitable provision reserving vacancies for scheduled-castes and scheduled-tribes may be made a condition precedent to the grant of the requisite approval.

There may also be cases wherein under the requisite statute Government is entitled to issue a directive to the public enterprise by which the necessary reservation for scheduled-castes and scheduled-tribes can be secured. In such cases, the necessary statutory direction might be issued. If Government has no power to issue any such directive or to frame a rule for ensuring due representation to these communities, steps may be taken in consultation with the Ministry of Law to amend the statute to confer the necessary power on Government.

5. You will notice that the enclosed draft directive *inter alia* assumes that the Public Enterprises have also got Departmental Promotion Committees and that they categorise their employees into

"Outstanding", "Very Good", "Good" and the like. If any basic difficulty of this nature is encountered in implementing the directive, the same may be got examined, in due course.

6. As you are aware, Prime Minister has recently reiterated the need to ensure adequate representation of Scheduled Castes and Scheduled Tribes in various services in Public Enterprises, in her letter of 25th August, 1969, to your Minister. I may add that Prime Minister has also separately minuted "..... The responsibility for implementing these directives should be fixed on the Head of the Department in a formal manner, both in the administrative Ministries and Public Sector Undertakings". You are, therefore, requested to take steps necessary for this purpose. As envisaged in para 5 of the enclosed draft directive to be issued to the Public Enterprises under your administrative control, an annual report on the implementation of the directive should also be required to be submitted by the Public Enterprises to you, with copies to the Bureau of Eublic Enterprises, Ministry of Home Affairs and the Cabinet Secretariat.

7. To facilitate the issue of directive, a few spare copies are also enclosed. More copies, if required, may be arranged to be obtained from the Director, Bureau of Public Enterprises.

Yours sincerely,

(Sd.) A. N. BANERJI.

ANNEXURE

Draft directive to be issued

To

Chief Executives of concerned
Enterprises.

SUBJECT: *Reservation for Scheduled Castes and Scheduled Tribes in appointments in public enterprises.*

Sir,

The Working Group set up under the chairmanship of Shri M. R. Yardi, Additional Secretary, Ministry of Home Affairs to study *inter alia*, the progress of measures for representation of Scheduled Castes in services recommended that the public sector undertakings should be made to follow the same rules and procedures as followed by administrative departments concerned for posts under their control. Most of the public sector undertakings have adopted the reservation orders issued by the Government from time to time though, in some cases, the implementation of the reservation orders was not quite satisfactory. The recommendation of the Yardi Working Group has been accepted by the Government. The President is now pleased to direct ———— under article ———— of the articles of association that the following measures should be taken with regard to the reservations for Scheduled Castes and Scheduled Tribes in appointments to various posts in the company:—

(A) *Direct recruitment* :

	Scheduled Castes	Scheduled Tribes
(i) Direct recruitment on an All India basis by means of open competitive test . .	12·5%	5%
(ii) Direct recruitment on an All India basis otherwise than at (i) above . . .	16-2/3%	5%
(iii) Direct recruitment to Class III and IV posts normally attracting candidates from a locally or a region.	As shown in Appendix I, (generally in proportion to the population of Scheduled Castes and Scheduled Tribes in the respective States/Territories subject to a minimum of 5% for Scheduled Tribes).	

(B) *Promotion*

(i) Posts filled by promotion through limited departmental competitive examinations within or to Class II, III and IV in which the element of direct recruitment, if any, does not exceed 50%.	12·5%	5%
(ii) Posts filled by promotion made by selection in or to Class III & IV in which the element of direct recruitment, if any, does not exceed 50%.	12·5 %	5 %

The above reservations will not apply to—

(i) vacancies filled by transfer or by deputation;

(ii) temporary appointments of less than 45 days' duration;

(iii) purely temporary establishments such as work charged staff including the daily-rated and the monthly-rated staff; and

(iv) posts for conducting research or for organising, guiding and directing research.

2. In some undertakings, the classification of posts may not be identical or similar to that in vogue in the Central Government services. In such cases, for the purpose of implementing the reservation orders, the posts may be treated as Class I, II, III and IV as follows:—

Posts carrying a pay or scale of pay with a maximum of not less than Rs. 950|-	Class I
Posts carrying a pay or scale of pay with a maximum of not less than Rs. 575|- but less than Rs. 950|-.	Class II
Posts carrying a pay or scale of pay with a maximum of not less than Rs. 110 but less than Rs. 575	Class III
Posts carrying a pay or scale of pay the maximum of which is less than Rs. 110|-	Class IV

3. To give proper effect to the reservations prescribed, every appointing authority will treat vacancies as reserved or unreserved according to a model roster each consisting of 40 points as described below:—

(i) recruitment made on an All India basis by open competition or posts filled by promotion for which reservation

orders are made applicable in the roster as given in Appendix II. (Separate rosters will be maintained for posts filled by direct recruitment and by promotion).

(ii) recruitment made on an All India basis otherwise than by open competition—in the roster as given in Appendix III.

(iii) Recruitment attracting candidates from a locality or a region—according to a roster to be drawn up after taking into account the points reserved for Scheduled Castes and Scheduled Tribes as shown in Appendix IV.

4. The rosters will be maintained in a register in the form given in Appendix V. Detailed instructions for maintenance of rosters are given in Appendix VI.

5. *Annual Statements.*—As soon after the first of January every year as possible and latest by first of March, each undertaking will send to the administrative Ministry with copies to the Bureau of Public Enterprises, Ministry of Home Affairs and the Cabinet Secretariat:—

(i) a statement in the form given in Appendix VII showing the total number of posts and the number held by members of Scheduled Castes and Scheduled Tribes in each class as on the first January of the year;

(ii) a statement in the form given in Appendix VIII showing particulars of recruitment made in a calender year and the number filled by Scheduled Castes and Scheduled Tribes candidates.

6. *Grouping of posts.*—In the case of isolated individual posts and small cadres in which vacancies may not occur with sufficient frequency to ensure adequate representation of Scheduled Castes and Scheduled Tribes, posts in the same class and carrying similar status, salary and qualifications may be grouped to facilitate the application of the reservation orders. A cadre or a grade or division of a service consisting of less than 20 posts may be treated as a small cadre for this purpose. A group so formed should not ordinarily consist of less than 25 posts.

7. *Procedure for dereservation.*—Before any reserved vacancy is dereserved and filled up by a general candidate, the prior approval of the Board of Directors for Class I and II posts and that of the Manag-

ing Director for Class III and IV posts should be obtained. The Board of Directors should be apprised from time to time the number of class III and class IV vacancies dereserved. The contingency for dereserving a reserved vacancy would arise only when suitable candidates of the reserved community are not available or forthcoming. The following steps will be taken to bring the reserved vacancies in the direct recruitment quota to the notice of Members of Scheduled Castes and Scheduled Tribes before they are dereserved:—

(i) *Advertisement in newspapers*:

(a) The vacancies in posts and services recruitment to which is made on all India basis should be advertised in newspapers.

(b) Vacancies in Class III or Class IV recruitment to which normally attracts candidates from a locality or a region should be advertised in such newspapers as the appointing authority may consider suitable for the purpose if candidates are not likely to be available through the employment exchanges.

(ii) *Employment Exchanges*:

(a) All vacancies should be simultaneously notified to the local or the regional employment exchange in the form of requisition given in Appendix IX.

(b) Copies of advertisement should also be endorsed to the regional or local employment exchange.

(c) When a local employment exchange is unable to nominate any suitable candidate, it will refer the vacancy or vacancies to the Director General of Employment Exchanges who maintains all India List of Scheduled Castes and Scheduled Tribes registered with Employment Exchanges.

8. *Carrying forward and lapse of reservations*.—If a sufficient number of suitable candidates eligible for reserved vacancies is not available, from the respective classes in a particular year, such vacancies may be treated and filled as unreserved vacancies during that year subject to the approval of the Board of Directors or Managing Director, as this case may be for deserving the reserved vacancies. Such under recruitment in the number of Scheduled Castes and Scheduled Tribes will be carried forward up to two subsequent recruitment years before the reservation is finally treated as lapsed.

However, in any recruitment year, the number of normal reserved vacancies and the carried forward vacancies together, shall not exceed 45 per cent of the total vacancies. Nevertheless if there are only two vacancies one of them may be treated as a reserved vacancy. The surplus above 45 per cent shall be carried forward to the subsequent year of recruitment subject, however, to the condition that the particular vacancies carried forward do not become time-barried due to their becoming more than two years old.

9. *Concessions of higher grading to employees of Scheduled Castes and Scheduled Tribes in promotions by selection method:—*

Class I and II appointments:

In promotions by selection from Class III to Class II and within Class II and from Class II to the lowest rung or category in Class I, the following procedure will be adopted:—

In promotions made by selection, employees in the zone of consideration numbering 5 or 6 times the estimated number of vacancies are normally considered for inclusion in the select list. After rejecting those who are unfit for promotion, the Departmental Promotion Committee proceeds to categorise the remaining eligible employees into three categories, namely, 'Outstanding', 'Very Good' and 'Good'. Thereafter, the Committee draws up a select list placing all employees in the 'Outstanding' category at the top, followed by those categorised as 'Very Good' and then by those categorised as 'Good', the *inter se* seniority within each category being maintained. As a measure of improving representation of Scheduled Castes|Scheduled Tribes in services the following concession in grading shall be extended to them.

If within the zone of consideration, there are any Scheduled Castes and Scheduled Tribes employees, those amongst them who are considered unfit for promotion by the Departmental Promotion Committee will be excluded from consideration. Thereafter, the remaining Scheduled Castes and Scheduled Tribes employees will be given by the Departmental Promotion Committee one grading higher than the grading otherwise assignable to them on the basis of their record of service *i.e.*, if any Scheduled Caste or Scheduled Tribe employee has been categorised by the Committee on the basis of his record of service as 'Good', he should be recategorised by the Committee as 'Very Good'. Likewise, if any Scheduled Caste or Scheduled Tribe employees is graded as 'Very Good' on the basis of his record of service, he will be recategorised by the Committee

as 'Outstanding'. Of course, if any Scheduled Castes or Scheduled Tribe employee has already been categorised by the Committee on the basis of his record of service as 'Outstanding', no recategorisation will be needed in his case.

The above concession would be confined to only 25 per cent of the total vacancies in a particular grade or post filled in a year from the Select List. While making promotions from the Select List the appointing authority should, therefore, check up that the Scheduled Castes|Scheduled Tribes employees promoted in a year on the basis of this concession are limited to 25 per cent of the posts filled in a year from the Select List prepared according to the procedure outlined above *i.e.*, the concession of giving higher grading should be given to one employee of Scheduled Caste|Scheduled Tribe against every four vacancies. For this purpose, a continuous account of vacancies should be kept. If the number of vacancies in a year is not divisible by four, the remainder should be carried forward to the following year for the purpose of this accounting. For example, if there are six vacancies in a year, the concession would be given to one employee of Scheduled Caste|Scheduled Tribe against the first four vacancies and the balance of 2 vacancies would be notionally carried forward to the following year and added to the vacancies arising in that year to determine the number of employees of Scheduled Castes and Scheduled Tribes who should be given this concession.

(ii) Those Scheduled Castes|Scheduled Tribes employees who are senior enough in the zone of consideration so as to be within the number of vacancies for which the Select List has to be drawn, should be included in the Select List, if they are not considered unfit for promotion and should also be given one grading higher than the grading otherwise assignable to them on the basis of their record of service and their place in the Select List determined on the basis of this higher categorisation. This would imply that even where, in some cases, the Select List were to consist of, say, only 'Outstanding' non-Scheduled Castes|non-Scheduled Tribes candidates, adequate number of them being available from the zone of consideration, those Scheduled Caste|Scheduled Tribe candidates who are high up in the zone of consideration and are within the number of estimated vacancies for which the Select List is being prepared will, even if they are only 'Good' and after higher categorisation by one degree are categorised as 'Very Good', have to be

included in the Select List, but they will be placed below the 'Outstanding' candidates in the Select List.

10. *Safeguards to employees of Scheduled Castes and Scheduled Tribes in promotions on the basis of seniority subject to fitness.*—

There will be no reservation for Scheduled Castes and Scheduled Tribes in appointments made by promotion on the basis of seniority subject to fitness, but cases involving supersession of Scheduled Castes and Scheduled Tribes Officers in Class I and II appointments will be submitted for prior approval to the Board of Directors. Cases involving supersession of Scheduled Castes and Scheduled Tribes officers in Class III and IV appointments will be reported within a month to the Board of Directors for information.

11. *Instructions to be followed while filling by promotion of vacancies reserved for Scheduled Castes and Scheduled Tribes.*—

(1) (a) Scheduled Caste and Scheduled Tribe Officers who are within the normal zone of consideration should be considered for promotion along with others and adjudged on the same basis as others and those Scheduled Castes and Scheduled Tribes amongst them who are selected on that basis may be included in the general select list in addition to their being considered for separate select lists for Scheduled Castes and Scheduled Tribes.

(b) If candidates from Scheduled Castes and Scheduled Tribes obtain on the basis of their positions in the aforesaid general select list, less vacancies than are reserved for them, the difference should be made up by selected candidates of these communities who are in the separate select lists for Scheduled Castes and Scheduled Tribes respectively.

(2) In the separate select lists drawn up for (i) Scheduled Castes and (ii) Scheduled Tribes, officers belonging to Scheduled Castes or Scheduled Tribes, as the case may be, will be adjudged separately amongst themselves and not along with other officers, and, if selected, they should be included in the concerned separate select list, irrespective of their merit as compared to other officers. It is needless to mention that officers not belonging to Scheduled Castes and Scheduled Tribes will not be considered whilst drawing up separate select lists for Scheduled Castes and Scheduled Tribes. For being considered for inclusion in the aforesaid separate select lists, the zone of consideration for Scheduled Castes and Scheduled Tribes,

as the case may be, would be of the same size as that for the general select list, that is, if for the general select list, the zone of consideration is 5 times the number of vacancies likely to be filled, the zone of consideration for the separate list for Scheduled Castes will also be 5 times the number of reserved vacancies for them, and likewise for Scheduled Tribes, subject, of course, to the condition that officers coming within such zone are eligible, by length of service etc. as prescribed for being considered for promotion.

12. *Relaxation and concessions for Scheduled Castes and Scheduled Tribes*:

(i) *Age limit*: The maximum age-limit prescribed for appointment to a service or posts shall be increased by 5 years in the case of candidates belonging to Scheduled Castes and Scheduled Tribes.

(ii) *Standards of suitability*:

(a) *Direct recruitment by examination.*—If according to their normal positions in the competition or selection, candidates belonging to Scheduled Castes and Scheduled Tribes obtain less vacancies than the number reserved for them, candidates of such castes or tribes who have secured lower positions but who have qualified at such examination may be selected by the appointing authority to make up the deficiency.

(b) *Direct recruitment otherwise than by examination.*—The appointing authority may select candidates from the Scheduled Castes and Scheduled Tribes of a lower standard than that of others provided they possess the prescribed minimum educational and technical qualifications.

13. *Verification of the claims of Scheduled Castes and Scheduled Tribes*:

Any of the following certificates may be accepted by the appointing authority as sufficient proof in support of a candidate's claim as belonging to the Scheduled Caste and Scheduled Tribe—

(i) Matriculation or school leaving certificate or birth certificate giving the caste or community of the candidate and place of residence.

(ii) A certificate in the form given in Appendix XI issued by one of the authorities listed in Appendix XII.

Where a candidate belonging to a Scheduled Caste or Scheduled Tribe is unable to produce a certificate from any of the prescribed subject to his furnishing the prescribed certificate within a reasonable ever *prima facie* proof he is able to produce in support of his claim subject t ohis furnishing the prescribed certificate within a reasonable able time or if there is genuine difficulty in his obtaining a certificate, the appointing authority should itself verify his claim through the District Magistrate concerned.

An appointing authority may, if it considers necessary for any reason, verify the claim of a candidate through the District Magistrate of the place where the candidate and|or his family ordinarily resides. If in any particular case, the verification reveals that the candidate's claim was false, his services may be terminated.

14. *Definition and lists of Scheduled Castes and Scheduled Tribes*:

A person shall be held to be a member of a Scheduled Caste or Scheduled Tribe, as the case may be, if he belongs to a Caste or a Tribe which under the—

(i) Constitution (Scheduled Caste) Order, 1950, and Constitution (Scheduled Castes) (Part C States) Order, 1951, and Constitution (Scheduled Tribes) Order, 1950, and Constitution (Scheduled Tribes) (Part C States) Order 1951, as amended by the Scheduled Castes and Scheduled Tribes Lists (Modification) Order, 1956, read with the Bombay Reorganisation Act, 1960, and the Punjab Reorganisation Act, 1966;

(ii) The Constitution (Jammu & Kashmir) Scheduled Caste Order, 1956;

(iii) The Constitution (Andaman & Nicobar Islands) Scheduled Tribes Order, 1959;

(iv) The Constitution (Dadra and Nagar Haveli) Scheduled Castes Order, 1962;

(v) The Constitution (Dadra and Nagar Haveli) Scheduled Tribes Order, 1962;

(vi) The Constitution (Pondicherry) Scheduled Castes Order, 1964;

(vii) The Constitution (Scheduled Tribes) (Uttar Pradesh) Order, 1967;

(viii) The Constitution (Goa, Daman and Diu) Scheduled Castes Order, 1968;

(ix) The Constitution (Goa, Daman and Diu) Scheduled Tribes Order, 1968;

has been declared to be a Scheduled Caste or a Scheduled Tribe for the area of which he|she is resident.

No person who professes a religion different from the Hindu or Sikh religion shall be deemed to be a member of the Scheduled Castes. The rights of a person belonging to a Scheduled Tribe are independent of his|her religious faith.

A person belonging to a Scheduled Caste ceases to be so if he adopts the Buddhist or any other religion. Such a person will not be entitled to appointment to reserved vacancies or to other facilities provided for members of the Scheduled Castes.

A person belonging to a Scheduled Caste or a Scheduled Tribe will, however, continue to be deemed a Scheduled Caste|Tribe irrespective of his|her being married to a non-Scheduled Caste|Tribe.

A convert or reconvert to Hinduism and Sikhism may be accepted as a member of Scheduled Caste if he has been received back and accepted as a member by the concerned Scheduled Caste.

Cases in which a doubt arises whether a person is a Scheduled Caste|Tribe or not may be referred to the Ministry of Home Affairs.

15. *Liaison Officers*:

In each undertaking, the officer in charge of administration (or any other officer designated for the purpose) will act as Liaison Officer in respect of matters relating to representation of Scheduled Castes and Scheduled Tribes. He will be specifically responsible for—

(i) ensuring the compliance with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them under this directive.

(ii) collecting, consolidating and despatching the annual returns relating to representation of Scheduled Castes and Scheduled Tribes;

(iii) acting as a Liaison Officer between the Undertaking and the Ministry concerned for supply of other information,

answering questions and queries and clearing doubts in regard to matters covered by these orders.

The name of the Liaison Officer appointed for your company may be intimated to this Ministry. Under the control of the Liaison Officer, a cell consisting of suitable number of assistants should also be constituted to ensure the prompt disposal of the grievances and representations of the employees of Scheduled Castes and Scheduled Tribes. The cell would mainly assist the Liaison Officer to discharge his duties effectively.

16. It is requested that immediate action may be taken to implement the provisions of this directive.

Yours faithfully,

Under Secretary to the
Government of India.

APPENDIX X

(*Vide* para 6·2 of Report)

Data regarding Training Facilities for Scheduled Castes/Scheduled Tribes

Sl. No.	Name of the Enterprise	Facilities available for training etc. while in service for Sch. Castes/Sch. Tribes	Number of persons recruited for the period 1960-1968												Remarks
			Class I			Class II			Class III			Class IV			
			Total posts	Sch. Castes	Sch. Tribes	Total Posts	Sch. Castes	Sch. Tribes	Total Posts	Sch. Castes	Sch. Tribes	Total Posts	Sch. Castes	Sch. Tribes	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Hindustan Insecticides Ltd.	Do not have facilities for departmental examination for promotion/appointment to various posts. So there is no training scheme for Sch. Castes/Sch. Tribes.	13		1	24	4	2	296	2	1	356	48	3	(1) Class I posts carry pay scale not less than Rs. 500. (2) Class II posts—Technical carrying over Rs. 60 but less than Rs. 500. (3) Class III posts—Non-Technical carrying over Rs. 60 but less than Rs. 500. (4) Class IV posts carrying a pay of scale of pay, the maximum of which is not more than Rs. 60.
2	Janpath Hotels Ltd.	Nil													Total number of posts is 1073 and SC/ST

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
															are 183. Management was taken over from a private company in 1964 and the representation of SC/ST as on 31-12-1968 is 17%. They do advertise 'posts' but only top posts are filled in by advertisement. Preference is being given to Scheduled Castes/Scheduled Tribes.
3	Rehabilitation Housing Corpn. Ltd.	Nil													Has not supplied information as per our requirement. It is under voluntary liquidaiton. It was a purely temporary organisation. It is winding up and has only 3 persons on its staff (Class III) recruited in 1967 for winding up purposes. There is no Sch. Castes/ Sch. Tribes personnel.
4	Cement Corpn. of India Ltd.	No facilities have been provided as the projects are in construction stage.	33			9			169	2	4	85	5	4	The company has given consolidated information as on 1-1-1969 indicating total number of posts.

5	Machine Tool Corpn. Ltd.	Has not yet started in-factory training facilities. The construction of the project is about to be completed now.											Recruited total of 231 persons, without classifying into Class I to Class IV posts, and 8 persons belonged to Scheduled Castes.
6	National Instruments Ltd.	SC/ST are given same facilities in common with others in the matter of apprenticeship.	*391	*42	*1								*The company has given the information without classifying posts. They have indicated number of persons recruited during the years and the number of SC/ST recruited.
7	Bharat Aluminium Co. Ltd.	No facilities for in service/in-factory training are available.	56		4	93	3	1	44	3	1	The company has written that Deptt's examinations for recruitment are yet to be introduced in the company.	
8	Praga Tools Ltd.	Have in-factory training for apprentices under Govt. stipendiaries (scheme) weightage is given to SC/ST.	45		89	1727	210		4988	707	15		
9	Madras Fertilizers Ltd.	Plant will go into production only 1971. No facilities are available.											Recruitment started only in 1967. Total number of persons recruited are 60 in all categories and only one Sch. Caste.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
															candidate could be recruited since no suitable candidates from SC/ST were available.
10	Lubrizol (India) Ltd.	Facilities are available to SC/ST.													Total number of persons recruited in all categories since 1966 when the company was set up is 50 and 5 belong to Scheduled Castes.
11	Indian Oil Corpn. Ltd.	Have not indicated whether facilities are available or not.	16	1		1			1458	33	2	951	198	7	
12	Instrumentation Ltd.	Have not indicated.	113	1		77			568	20	4	145	48	5	They notify the vacancies in the Press and give preference to SC/ST. The company came into existence on 21-3-1964.
13	Indian Drugs and Pharmaceuticals Ltd.	As the Plants of the company are highly technological, training is an integra part of the company's organisation. Regular syllabus is prepared for each type of training and is intended to co-	303	1		11			3808	129	3	3066	341	4	The company does not have any classification of employees. However, for comparison sake they have adopted Govt. classification.

		ver all employees at different levels. Advantage is also taken of workers' Education Scheme of the Government. The company has been indicating in the advertisements that other things being equal, preference would be given to candidates belonging to SC/ST.														
14	Central Warehousing Corpn.	No facilities are available.	14			47	4	1	685	36		478	86	14		
15	Tannery & Footwear Corpn. of India Ltd.														Corporation started to function only on 23-5-1969.	
16	National Mineral Dev. Corpn.	No. scheme inforce for inservice facilities. However, they are formulating a scheme for it and to give preference to SC/ST.	70	2		34			896	27	27	314	25	53	The information is only for the year 1965 and 1966.	
17	Oil & Natural Gas Commission.	They follow Govt. orders but no competitive examinations are laid down in the Commission.	1103	14	3	290	6	1	14559	525	69	7529	728	194		
18	Hindustan Teleprinters Ltd.	No training facilities are available for anyone. Also no	19			3			1112	129	1	156	59	1		

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		exams. are held for internal promotion.													
19	Film Finance Corpn. Ltd.	No facilities for training while in service are available.	4	••		5			10	3		5	1		
					Not available				N.A.	1	6	N.A.	2	3	Not available.
20	Hindustan Steel works construction Ltd.	The company is mainly engaged in construction work of steel plants and industrial complexes. At present engaged in construction of Bokaro Steel Plant. Most of the staff has been recruited from the surplus staff of the other Steel Plants and Public Enterprises, as also through the local Employment Exchanges. Preference is always given to SC/ST but they have not indicated whether facilities are available for in-service training.													

APPENDIX XI

(*Vide* para 4 of Introduction)

Summary of Conclusions/Recommendations contained in the Report

Sl. No.	Reference to Para number of the Report	Summary of conclusions recommendations
1	2	3
1	2.6	The Committee note that the Bureau of Public Enterprises does not exercise any check on the public enterprises in regard to the implementation of the Government of India orders regarding reservation for Scheduled Castes and Scheduled Tribes. The Committee, however, note that one of the functions of the Bureau is "to provide a central point of reference and consultation on and to deal with matters of general interest, like organisational patterns, methods of management, personnel policies, etc." In view of this, the Committee feel that the Bureau of Public Enterprises should take up the responsibility of compiling information centrally in regard to the employment of Scheduled Castes and Scheduled Tribes in all the public sector enterprises against the quotas reserved for them. The Bureau of Public Enterprises should also maintain close liaison with the Ministry of Home Affairs whose instructions the public enterprises are supposed to implement. Any shortfall in the appointment of Scheduled Caste and Scheduled Tribe personnel against the quotas reserved for them should be brought to the notice of the administrative Ministries concerned by the Bureau of

1	2	3
		Public Enterprises for taking necessary remedial action.
2	3.15	The Committee are unhappy to learn from the statement made by the representative of the Ministry of Finance, quoting the opinion of the Ministry of Law that according to a Supreme Court judgment, the application of Articles 16 and 335 of the Constitution in regard to services in the public undertakings was not mandatory. They are also unhappy that even after the opinion given by the Law Ministry, no remedial measures were taken by the Government to rectify the position. On the other hand, the Ministry of Home Affairs merely issued broad instructions for the public undertakings which, in view of the opinion of the Ministry of Law, are ineffective. The Committee, therefore, recommend that the Government should take some other steps such as a legislative enactment or a Constitutional amendment, if necessary, to remedy the situation.
	3.16	The Committee regret to note that in spite of the instructions issued by the Ministry of Home Affairs in 1956, 1957, 1964 and 1968, only 39 public enterprises out of 74 (as on 31-3-1966) had responded favourably to those instructions. The position in 1968 was not any better inasmuch as there was favourable response from only 67 out of 83 public enterprises (as on 31-3-1968). Even in April, 1969, as stated by the Minister of State in the Ministry of Home Affairs in Lok Sabha, 17 out of 174 such bodies had yet to reply to the Government directives. The net result is that the Scheduled Castes and Scheduled Tribes have been deprived of the safeguards and benefits provided for them in the Constitution. The statistics quoted by the Commissioner for Scheduled Castes and Scheduled Tribes in his 17th Report are a pointer in this direction.

1	2	3
	3.17	The Committee would like to stress that the Scheduled Castes and Scheduled Tribes should be given adequate representation in the services in Public Enterprises and necessary administrative or statutory measures should be taken so that there is no failure on the part of any public Enterprise in this respect.
3	3.18	The Committee are glad to note that the Ministry of Finance (Bureau of Public Enterprises) have issued orders to all the administrative Ministries, etc. to maintain statistics about the share of Scheduled Castes and Scheduled Tribes in the recruitment, promotion, etc. in the Public Enterprises. They also commend the action taken by the Bureau in fixing responsibility for implementing the directives issued by Government of India regarding reservations for Scheduled Castes and Scheduled Tribes in Public Enterprises on the Head of the Department in a formal manner, both in the administrative Ministries and in Public Enterprises. The Committee trust that these measures will go a long way in enabling the Public Enterprises to give due representation to Scheduled Caste and Scheduled Tribe personnel at all levels of services.
4	3.19	The Committee note that, according to the advice of the Ministry of Law, Government could issue directives to those companies whose Articles of Association contained a provision empowering the Government to issue directives in regard to "affairs of the company" and that where the expression used in the Articles of Association of a company was "business of the company", the first step that would be necessary would be to change the Articles of Association so as to make it as "affairs of the company". The Committee regret that although the Ministry of Home Affairs have taken the initiative in drafting the necessary directive for

1	2	3
		issue to such companies, the same has not yet been finalised. The Committee would urge that the form of the directive should be settled without any further delay.
5	3.20	The Committee hope that henceforth all the Public Sector Undertakings would maintain statistics relating to the employment of Scheduled Castes and Scheduled Tribes according to the proformas which have been devised for the purpose by the Bureau of Public Enterprises, and these should be made available to the Commissioner for Scheduled Castes and Scheduled Tribes and to the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.
6	3.21	The Committee recommend that the Ministry of Finance (Bureau of Public Enterprises)| Ministry of Home Affairs should seriously consider the suggestion made by the Commissioner for Scheduled Castes and Scheduled Tribes in his 17th Report "whether the procedure adopted in regard to dereservation of posts in the Central Government offices should not be made applicable to the undertakings|bodies also."
7	3.22	The Committee further recommend that Government should consider whether the percentage of reservations for Scheduled Castes and Scheduled Tribes in the services of public undertakings should not be enhanced in order to give them more adequate representation.
8	4.3	The Committee take note of the statement made by the representative of the Ministry of Finance that by and large preference is given to local people, particularly the people belonging to Scheduled Castes and Scheduled Tribes in the matter of recruitment to posts in Public Enterprises carrying a salary of less than Rs. 500|-. They also take note of his statement that accord-

1	2	3
		ing to some special circulars issued by the Government, special consideration in the matter of recruitment is given to some other categories of people such as demobilised service personnel, repatriates from Malaysia, Burma, etc. and people evicted as a result of land acquisition. The Committee would like to stress that while giving special consideration to these categories of people, due care should be taken to see that the quotas reserved for Scheduled Castes and Scheduled Tribes are not in any way adevrsely affected.
9	4.4	The Committee hope that, as stated by the representative of the Ministry of Finance, the Public Enterprises would also consider the question of providing reservations for Scheduled Caste and Scheduled Tribe personnel at the supervisory levels also.
10	5.3	The Committee are unhappy to note that a number of Public Sector Undertakings do not mention in their advertisements published in newspapers the number of posts that are reserved for Scheduled Castes and Scheduled Tribes. They feel that in order to attract Scheduled Caste and Scheduled Tribe candidates and to give them proper representation in services under the Public Undertakings, the management of Public Sector Undertakings should invariably specify the number of posts reserved for Scheduled Castes and Scheduled Tribes while advertising in newspapers and notifying the vacancies to Employment Exchanges. The Committee further suggest that these advertisements should invariably be published in all local language newspapers also.
11	6.3	The Committee find that in a number of Public Sector Undertakings, there is no provision for in-service|in-factory training. They feel that

1	2	3
		with a view to give opportunities to the employees, especially those belonging to Scheduled Castes and Scheduled Tribes, to improve their prospects in service, arrangements should be made for starting in-service/in-factory training in those public sector undertakings which do not provide such facilities at present.
12	6.4	The Committee are in agreement with the views expressed by the Yardi Working Group that the same percentage of seats as are reserved for Scheduled Castes (as also Scheduled Tribes) in services should also be reserved in training programmes being implemented within the public sector undertakings. The Committee hope that the Bureau of Public Enterprises would also issue suitable directives to the public enterprises in this regard.

GMGIPND—LS LL—2452(aii) LS—8-12-69—1135.